

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792, REGARDING AN AMENDMENT TO ARTICLE 6.3, LEAVES

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Pursuant to Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico and Chico Employees Association Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2019 through December 31, 2021 (2019 CEA MOU)," the City of Chico (City) and United Public Employees of California, Local 792 (Formerly: Chico Employees Association) enter into this Letter Agreement to amend Article 6.3, Section C, of the MOU.

Therefore, the City and UPEC agree as follows:

#### **C. Leave of Absence With Pay - Birth or Adoption of Child.**

**1. Amount; When Taken.** In the event of the birth of an Employee's child or adoption of a child by an Employee, such Employee shall be entitled to a leave of absence with pay for a period of ~~ten~~ fifteen (15) consecutive work days or shifts. Such leave shall only be taken in accordance with FMLA/CFRA (Family Medical Leave Act/California Family Rights Act) timelines. An Employee shall be eligible for a single leave period for the event of a birth or adoption, without regard to the number of children involved. The birth or adoption of multiple children at one time shall not create eligibility for more than one birth or adoption leave period.

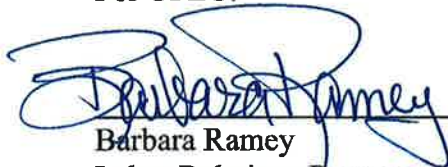
**2. Notification Procedure.** Employees shall notify their Department Head as soon as possible after such birth or adoption date as to which days Employee will be on birth or adoption leave.

1. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

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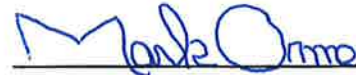
Signed and dated as follows:

For UPEC:

  
Barbara Ramey  
Labor Relations Representative


10/25/21  
(Date)

For the City of Chico:

  
Mark Orme  
City Manager

1/18/2022  
(Date)

Approved as to Form:

  
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Vincent C. Ewing, City Attorney\*

\*Pursuant to the Charter of the City of  
Chico, Section 906 (D)